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ABSTRACT

Federal workforce development policy is being turned upside down. New governance structures, new systems of service delivery, new concepts, and new programs are being introduced and implemented throughout the United States. This publication is designed to facilitate participation in this revolution-in-progress. Three key federal initiatives that are responsible for much of the change and innovation taking place in workforce development policy include: (1) "The School-to-Work Opportunities Act"; (2) "One-Stop Career Center Systems," which is the Labor Department's one-stop initiative; and (3) "Welfare Reform." The guide also highlights some of the implications of these initiatives for professional counselors, offers ideas on how professional counselors can become more actively involved in their implementation, and lists key contacts in every state that are responsible for carrying them out. (EMK)

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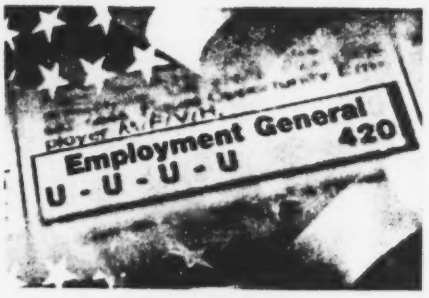
SURFING THE TSUNAMI

A Guide to The Restructuring Revolution in Federal Workforce Development Policy

ED 424 547

- School-to-Work Opportunities Act
- One-Stop Career Center Systems
- Welfare Reform



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ACA Office of Government Relations
January 1997

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INTRODUCTION

"Tsunami \(t)su-nam-e\ *n.* [Jp]: a great sea wave produced by submarine earth movement or volcanic eruption : TIDAL WAVE."

-- *Webster's Ninth New Collegiate Dictionary*

Federal workforce development policy is being turned upside down. New governance structures, new systems of service delivery, new concepts and new programs are being introduced and implemented throughout the United States. Trying to keep track of all of the changes that are being made, much less trying to understand their implications for professional counselors and the services they provide, is a hugely daunting task.

This publication is designed to help you get started and facilitate your participation in this revolution-in-progress. It presents an overview of the School-to-Work Opportunities Act, the Labor Department's One-Stop initiative, and welfare reform, three key federal initiatives that are responsible for much of the change and innovation taking place in workforce development policy today. It also highlights some of the implications of these initiatives for professional counselors, offers some ideas on how professional counselors can become more actively involved in their implementation, and lists key contacts in every state that are responsible for carrying them out.

Your active involvement in these efforts is essential. While the federal government is providing the funding for many of these initiatives, it is state and local policy-makers who make nearly all of the most important decisions involved in carrying them out. These decision-makers need the expertise and knowledge that only professional counselors can provide.

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THE SCHOOL-TO-WORK OPPORTUNITIES ACT

One of President Clinton's key domestic initiatives, the School-to-Work Opportunities Act (STWO) was enacted in 1994 to establish a national framework for improving the preparation of youth for the transition from secondary school to higher education and the workplace.

Jointly administered by the Departments of Education and Labor, the Act provides "venture capital" grants to states to develop statewide systems of education and workforce preparation that integrate academic and occupational curriculum, provide students with opportunities for both school- and work-based learning, and that improve the linkages between secondary and postsecondary education. Grants are intended to provide one-time, "start-up" funding for activities and programs that subsequently will be maintained with state or local funds or with funds from other federal programs. The School-to-Work Opportunities Act expires in 2001 and is not expected to be renewed.

Since the enactment of the School-to-Work Opportunities Act in 1994:

- Every state has been awarded a non-competitive "development" grant which is to be used to support the planning and administrative costs of designing a statewide School-to-Work system and for preparing an application for a competitive, five-year implementation grant. Development grants may be renewed until a state receives an implementation grant.

- 37 states have been awarded one-time, 5-year implementation grants to establish School-to-Work systems. Grant awards have ranged from $1.3 to $20 million.

- 46 competitive, 5-year grants have been awarded to local partnerships in states that have not received implementation grants. Local partnerships are designed to develop and carry out new program models and activities that can be implemented as part of state School-to-Work systems.

- 50 competitive, 5-year Urban/Rural Opportunities grants have been awarded to local partnerships that are located in communities with poverty rates over 20%. These grants are intended to provide the additional resources that are needed in high-poverty areas to address the special needs of youth, as well as the lack of local job opportunities, in these communities.

- 18 competitive, 5-year Native American Program grants have been awarded to tribal partnerships to develop comprehensive School-to-Work systems for Native American youth.

The Departments of Education and Labor anticipate awarding additional grants in each of these categories as future funding permits.

The School-to-Work-Framework: An Overview of the Act's Requirements

The premise of the Act is that the nation's educational and training system should be restructured to provide all secondary school students, regardless of whether they are work- or college-bound after graduation, with the opportunity to participate in a School-to-Work Opportunities program that consists of three core components:

"School-Based Learning" that includes:

- career awareness and career exploration and counseling (beginning at the earliest possible age, but no later than the 7th grade) to help the student identify and select interests and goals;
- the selection, by the beginning of the 11th grade, of a career major (which is defined as a field of study designed to prepare a student for employment in a broad occupational cluster or industry sector that involves 2 years of secondary education and 1 to 2 years of postsecondary education);
- a program of study that integrates academic and vocational learning, provides instruction in all aspects of the industry that the student is seeking to enter, and that prepares the student for postsecondary education and the requirements necessary to earn a skill certificate; and
- regular and ongoing consultation and evaluation to help resolve academic problems and assess the attainment of core academic and vocational skills.

"Work-Based Learning" that includes:

- work experience, including workplace mentoring;
- a program of training that is coordinated with school-based learning, is relevant to the career major of the student, and that leads to the award of a skill certificate;
- instruction in positive work attitudes, employability skills, and other general workplace competencies; and
- instruction in all aspects of the industry that the student is seeking to enter.

"Connecting Activities" that include:

- assistance in finding a work-based learning opportunity;
- a school-based mentor that acts as a liaison with employers, the school, teachers and administrators, and parents; and
- for students who have completed the program, assistance in obtaining jobs or continuing their education and training.

State System Requirements

The Act provides grants to states to design and implement comprehensive systems that will provide all students with the opportunity to participate in programs that include these three core components. States are given wide latitude in designing and structuring their School-to-Work systems, but the Act requires that every state system:

- Be developed through a collaborative process that involves the Governor; the chief state school officer; state agency officials responsible for vocational education, postsecondary education, vocational rehabilitation, economic development, and job training; the State Human Resource Investment Council established under the Job Training Partnership Act; and representatives of business and industry.

- Provide opportunities for participation in School-to-Work activities by all students, including both work- and college-bound students, youth with disabilities, drop-outs, and youth from diverse racial, ethnic, or cultural backgrounds;

- Support programs and activities in all geographic areas of the state;

- Address the special needs of young women, minorities, low achieving students, students with disabilities, and academically talented students;

- Expand and improve career and academic counseling in the elementary and secondary grades;

- Support training and professional development activities for teachers, school counselors, employers, and other personnel;

- Be coordinated or integrated with other state and local education and workforce development programs, as well as with federal programs such as the Adult Education Act, Carl D. Perkins Vocational Education Act, the Elementary and Secondary Education Act, Higher Education Act, the Individuals with Disabilities Education Act, the Rehabilitation Act, and the Job Training Partnership Act; and

- Establish performance standards that will be used to evaluate the system.

Local Partnerships and Other State Uses of Funds

States that receive School-to-Work implementation grants are required to award most of these funds to local partnerships that will directly provide School-to-Work Opportunities programs that include the three core components of school-based learning, work-place learning, and connecting activities. These local partnerships must include a local educational agency, a postsecondary educational institution, employers, teachers, administrators, counselors, students, and representatives of labor or employee organizations. Partnerships may also include community-based organizations, trade associations, JTPA private industry councils, rehabilitation agencies, vocational schools, parent groups, and other entities.

During the first year a state receives an implementation grant, it must award 70% of the funds as subgrants to local partnerships. During the second year, it must award 80% of the funds as local subgrants. In the third, fourth, and fifth years, 90% of the funds must be distributed to local partnerships. The State must award subgrants to partnerships in at least one rural area and one urban area over the five-year period of the grant.

After awarding these subgrants, states are given broad discretion in how they use the remaining grant funds. The Act outlines a number of allowable activities, such as training and professional development, employer recruitment, curricula design, and the provision of counseling services, but permits each state to use the funds in a manner it deems appropriate to implement its School-to-Work system.

Implementation: Some Early Findings About How States Are Using School-to-Work Opportunities Act Funds

The Departments of Education and Labor recently released an interim evaluation of the activities being carried out in the 27 states that received School-to-Work implementation grants in fiscal years 1994 and 1995. The evaluation provides a good, early glimpse of how states are pursuing the implementation of the ambitious goals of the Act:

- Nearly half the states have created special state-level entities for the specific purpose of carrying out School-to-Work activities and administering funds awarded under the Act. In the remaining states, the responsibility for administering School-to-Work was assigned to governing bodies with responsibility for other education, job training and workforce development programs, such as State Human Resource Investment Councils and Job Training Partnership Coordinating Councils.

- In 11 of the 27 states, the director of the administering entity is appointed by the state's chief education official. In the remaining states, the appointment is made by the Governor.

- 14 of the 27 states have established regional bodies or councils to coordinate School-to-Work activities and to provide technical assistance to local partnerships. The designation of these regions is typically based on existing definitions of substate areas, such as JTPA service delivery areas, community college service areas, Tech-Prep consortia, intermediate school districts, and labor market areas.

- 775 local partnerships have been awarded planning or implementation grants. Local school districts and community colleges have been the lead agencies in administering partnership funds in most states. In several states, JTPA private industry councils have also taken the lead.

- An impressive number of states have made career guidance and counseling a priority in their implementation of School-to-Work. Seven states report that they have used School-to-Work funds to develop career guidance materials and activities and consider this to be one of the primary areas of progress they made

in implementing the Act. Three states—Florida, Utah, and Oregon—require applicants for local partnership subgrants to address specifically how they will strengthen career guidance and counseling services in providing School-to-Work opportunities to students.

The interim evaluation also identified several obstacles and challenges to implementing the Act. These included:

- **Lack of Understanding of School-to-Work.** School-to-Work program administrators expressed frustration that School-to-Work was often not perceived as a broad, far-reaching reform effort that is designed to reach all students. Unfortunately, frequently, it is seen instead as an attempt to give a "make-over" to vocational education programming for a narrow segment of the student population. This lack of understanding exists not only among parents, students, and the general public but also among educators, school administrators and other school personnel.

- **Difficulties in Recruiting Employers.** Administrators have found that employer involvement in the implementation of the Act is sometimes limited by concerns about liability and child labor laws and the lack of financial incentives for participation. Several states are considering legislation to make liability insurance more affordable for participating employers, such as by providing tax credits or creating state-subsidized risk pools. Concerns about child labor laws have been addressed in some states by waiving provisions that inhibit employer involvement; other states are reviewing whether permanent legal or regulatory changes are needed.

- **Establishing Linkages with Four-Year Postsecondary Educational Institutions.** To date, most postsecondary educational institutions involved in School-to-Work have been two-year institutions. Few four-year institutions actively participate in local partnerships or recognize the applied course work or alternative assessment measures used in School-to-Work partnerships.

THE ROLE OF PROFESSIONAL COUNSELORS IN THE IMPLEMENTATION OF THE SCHOOL-TO-WORK OPPORTUNITIES ACT

The School-to-Work Opportunities Act offers an exciting opportunity for professional counselors. Few federal initiatives in recent memory have included such a ringing endorsement of the value and importance of guidance and counseling for America's young people. Guidance and counseling services are required by the Act to be an integral part of all state and local School-to-Work activities, giving professional counselors a prominent role in the implementation of the Act.

Many professional counselors are already participating in School-to-Work activities in their states and communities The expertise and involvement of many more is needed if the Act is to achieve its ambitious goals. In particular, professional counselors should:

- Stay informed about School-to-Work activities in their state by contacting the state administering agency and asking to be placed on its mailing list, visiting the state's

School-to-Work World Wide Website, if it has one, attending state School-to-Work conferences and other forums, and through other means;

- Insist that training and professional development activities funded by states and local partnerships include school, career and other professional counselors;
- Insist that planners and administrators involve school, career and employment counselors in all decisions about career guidance and counseling activities, services, and materials;
- Monitor the implementation of the Act to ensure that all local partnership programs include, as the Act requires, a strong career guidance and counseling component;
- Encourage states to set-aside specific funds from their School-to-Work grant to improve and strengthen career guidance and counseling services throughout the state;
- Offer to serve as a resource for state, regional and local School-to-Work planners and administrators on issues related to guidance and counseling and to participate in their evaluation efforts; and
- Participate in the planning and implementation of local partnership programs.

Career Guidance And Counseling As Defined in the School-To-Work Opportunities Act Of 1994

"The term 'career guidance and counseling' means programs—

(A) that pertain to the body of subject matter and related techniques and methods organized for the development in individuals of career awareness, career planning, career decision making, placement skills, and knowledge and understanding of local, State, and national occupational, educational, and labor market needs, trends, and opportunities;

(B) that assist individuals in making and implementing informed educational and occupational choices; and

(C) that aid students to develop career options with attention to surmounting gender, race, ethnic,disability, language, or socioeconomic impediments to career options and encouraging careers in nontraditional employment."

DISSENTING VOICES:
The Conservative Critique of School-to-Work

School-to-Work initiatives are being challenged in a number of states and communities by conservative action groups who regard them as a "big government" effort to impose career choices on young people. Career guidance and counseling, in particular, has been singled out by these groups as one of the most objectionable elements of School-to-Work initiatives.

The arguments that these groups make against School-to-Work are widely disseminated and professional counselors should not be surprised if similar objections to School-to-Work activities are raised by parents and others in their communities. They should also be prepared to respond to specific concerns that may be voiced about career guidance and counseling for young people. Counselors should use these challenges as an opportunity to educate others about what they do, explaining proudly, not defensively, that the purpose of career guidance and counseling is not "government control" but the empowerment of young people to make sound career decisions for themselves.

U.S. Representative Henry Hyde (R-IL), one of the most respected conservative lawmakers on Capitol Hill, has taken a lead role in opposing the School-to-Work Opportunities Act and related legislation. In 1996, he wrote to every member of the House to explain his opposition. Hyde's letter offers a good summary of how some conservatives perceive the School-to-Work system. It is excerpted below:

> "President Clinton's plan for a national workforce of skilled laborers is being achieved through the Goals 2000 Educate America Act (H.R. 1804), School to Work Opportunities Act (H.R. 2884), and Improving America's Schools Act (H.R. 6), all of which were passed and signed into law by President Clinton in 1994.
>
> "I'll tell you why it is so important to repeal these laws. The plan for Goals 2000 was developed by Bill Clinton, Hillary Clinton, Ira Magaziner, and Marc Tucker, President of the National Center on Education and the Economy (funded by the Carnegie Foundation), prior to Clinton's election. It is a concept for dumbing-down our schools and changing the character of the nation through behavior modification (a vital part of this plan). It moves away from an academically intensive curriculum to one that is integrated with vocational training, producing skilled manpower for the labor market.
>
> "The economy will be controlled by the federal government by controlling our workforce and our schools. I'm enclosing an 18-page letter to Hillary Clinton from Marc Tucker, which includes the framework for Goals 2000. He also writes about creating 'a seamless web of opportunities to develop ones skills that literally extends from cradle to grave and is the same system for everyone -- young and old, poor and rich, worker and full-time student.'

"Our children are the guinea pigs who will become the human resources needed for the global labor market. Working adults will be included later....

"S. 143 'requires funds implementing tech-group programs and career counseling at the earliest possible age.' After passing performance outcome assessments determined by the National Skills Standards Board (which replaces school diplomas), students at age 16 (10th grade) will be placed in either vocational training classes or apprenticeships. (In some magnet schools, they are placing children in 'career' classes at ages 13 and 14.) If students are not prepared to enter vocational classes by age 16, they are to be placed in 'youth centers' for further development towards that goal.

"After two years of 'high school' vocational training, and one year of community college tech/training, supported by public funding, students will receive a technical degree (Certificate of Advanced Mastery: CAM) and will be permitted to apply for a job at the U.S. Job Service Centers with an Occupational Skills Certificate (OSC)....

"Behavior modification is a significant part of restructuring our schools. School children will be trained to be "politically correct," to be unbiased, to understand diversity, to accept alternative family lifestyles, to contribute to the community through mandatory community service, to respect and protect the environment, to become a collaborative contributor and a quality producer. In Marc Tucker's letter to Mrs. Clinton laying out the plan for Goals 2000 he states, 'Radical changes in attitudes, values and beliefs are required to move any combination of these agendas.'

"Dumbing-down education is a prime component in creating a willing workforce. Higher education is not conducive to accepting skilled labor training for a career that fits into the federal government's planned labor force. Goals 2000 abandons the American competitive tracking system. It is replaced by new national achievement standards which assess students behavior and attitude. Students are not allowed to excel independently. They must achieve higher levels as groups/units. The brighter students will tutor slower students until the entire unit can move to a higher level. In order not to harm any student's self esteem, no one fails and no one excels. Report cards are out. Everyone receives 'Satisfactory' when their assignments are completed (at their own pace). Brighter students tutor the slower ones...

"A computer tracking system will track teachers' training and performance, school performance and students from pre-kindergarten through technical training and into the workforce. All information will be made available to interested government officials and prospective employers. Pre-school, health clinics, daily meals, and parental assistance (they have the gall to instruct parents on how to rear their children, including how students free time should be spent), are in this all-inclusive 'cradle to grave' plan to control our children's minds and careers..."

-- U.S. Representative Henry Hyde
March 1996

ONE-STOP CAREER CENTER SYSTEMS

The U.S. Department of Labor launched the One-Stop Career Center initiative in 1994 in response to the perception among policy-makers that federal training and other employment-related service programs were fragmented, duplicative, and often difficult to access by consumers. The purpose of the One-Stop initiative is to weave federal and state training programs into one continuum of services that can be accessed by the public and employers through one or more One-Stop centers. This new delivery system is designed to both enhance public and employer access to and use of training and related services and improve the efficiency of program administration by combining common "front end" functions, such as reception and eligibility determinations, for multiple programs.

Through the One-Stop Career Center Systems program, the Department of Labor awards both planning and implementation grants to states. Grants are awarded to governors and are generally administered by the state agency responsible for Job Training Partnership Act and other labor programs. Grants are intended to be used for the costs of capacity-building and system development, with the expectation that the operation of the One-Stop system will be supported with state or other federal program funds.

Since the creation of the program in 1994:

- All states have been awarded planning grants and 33 states have been awarded implementation grants to create One-Stop Career Centers. 125 One-Stop centers have been established within states that have received implementation grants.

- 23 "learning laboratory" grants have been awarded to local governments to design and carry out One-Stop centers. These grants are intended to test new applications for or approaches to the One-Stop system of service delivery, and to provide models that can be used by states in designing their One-Stop systems.

Additional state implementation and learning laboratory grants will be awarded in future years if funding permits.

The One-Stop Career Center Framework: How the Program Works

The Department of Labor gives states great flexibility in designing their One-Stop systems, requiring only that the systems meet four basic requirements:

Universality. All state residents must be given access to a menu of the following basic services:

- information on careers, occupational demand and wages, and the availability and quality of education and training programs;
- testing and assessment;

- information on job openings and hiring requirements;
- job referrals;
- assistance with job search skills;
- eligibility information on programs and services available within the community.

Customer Choice. Individuals and employers must be given a choice in how to obtain the information, basic services, and education and training programs that they need and must be given sufficient qualitative information about their training and education options to enable them to make an informed choice.

Integration. Programs, services and governance structures for the following programs must be integrated and accessible through the One-Stop system:

- Dislocated worker programs;
- Employment Service programs;
- Veterans Employment Service programs;
- JTPA Title II training programs for adults;
- Senior Community Service Employment programs; and
- Unemployment Insurance.

In addition, the Department of Labor encourages and gives preference in awarding grants to systems that also include all or any of the following:

- Other Department of Labor-funded programs, including Migrant and Seasonal Farmworker programs, Job Corps, and School-to-Work;
- Food Stamp Employment and Training;
- Welfare-to-Work training programs;
- Adult Education;
- Vocational Rehabilitation;
- Postsecondary programs funded under the Vocational Education Act; and
- Federal and state student financial aid programs.

Performance-Driven Outcome-Based Measures. Each State must establish outcome measures that will be used to evaluate and hold the system accountable for its performance and services to users.

Implementation: Some Early Findings About How States Are Using One-Stop Career Center Funds

A recent interim evaluation of the One-Stop initiative found that most One-Stop funding has been invested in technology, including the development of software and the technology infrastructure needed to support it and make it available to consumers.

Most implementation grant states have developed or are developing automated information systems that consumers can access at One-Stop centers or through the Internet to obtain information about available job openings; career options; local and state

employers and labor markets; and the range and quality of education and training services available in the area.

A number of states are also using One-Stop funds to develop additional technology-based applications. These applications include software to enable self-assessment of basic and occupational skills and interests, instruction in basic skills or job search techniques, and skills certification.

To date, this emphasis on technology has been almost exclusive. Counseling and other services that are delivered by people, are, as the evaluation put it, "the least well-developed" of the One-Stop center components. Most states envision providing group workshops on career exploration, life skills, and job search and individual career counseling through the One-Stop system, but currently do not do so, "largely because of uncertainties about how to support the costs of these services". Generally, these services are now only being provided to individuals who meet the eligibility requirements of specific categorical federal or state programs.

THE ROLE OF PROFESSIONAL COUNSELORS IN THE IMPLEMENTATION OF ONE-STOP CAREER CENTER SYSTEMS

The One-Stop initiative holds great promise for expanding public access to and use of employment and career counseling by all Americans throughout the lifespan. Indeed, the One-Stop concept is a vision that has been articulated and discussed by leaders in the counseling profession for many years. Most recently, in 1993, the National Career Development Association adopted a comprehensive policy statement that endorsed the concept of a "Community Career Development Center" that is comparable to the "One-Stop Career Center" envisioned by the Department of Labor.

Whether the promise of the One-Stop initiative is actually fulfilled, however, will depend greatly on the extent to which professional counselors become involved in the planning and development of One-Stop Career Center systems in their states and local communities. Without ongoing counselor involvement and expertise, the One-Stop initiative could just as easily veer off into other, more inimical directions that could reduce the availability and quality of counseling services to American adults.

The One-Stop initiative continues the decentralization of federal training and employment services that began in 1973 with the enactment of the Comprehensive Employment and Training Act. Over the subsequent two decades, as more and more of the decision-making authority in workforce development policy has shifted to local governments and public-private councils, professional counselors have not generally fared well. In 1968, the U.S. Employment Service employed 4,404 individuals who provided counseling services at least half of their time; by 1978, there were only 3,019 such individuals; and by 1987, there were just 1,673 full- or part-time counselors, with four states that did not have a single staff person performing counseling duties on even a part-time basis (U.S. Department of Labor, 1980; Interstate Conference of Employment Security Agencies, Inc., 1987).

In order to fulfill the vision of the One Stop Career Center as an entity that provides meaningful employment and career assistance to adults throughout their participation in the workforce, professional counselors must become involved at the state and local level in the planning and development of One-Stop center services. In particular, counselors should:

- **Share their expertise in the use of technology.** Career and employment counselors have a wealth of experience in the use of computer-assisted career guidance and information systems and understand the benefits, limitations, and most appropriate uses of this new technology. One-Stop planners urgently need this expertise.

- **Emphasize the importance of providing individualized and group counseling and other counseling services as a core component of One-Stop Career Centers.** The early focus of the One-Stop initiative on developing and integrating technological applications is understandable and necessary, but technology alone will not meet the needs of workers and employers. One-Stop planners must be educated about research that has demonstrated that the use of computer-assisted guidance and information systems combined with counseling is more effective than the use of technology alone (See, for example, Garis & Harris-Bowlsbey, *DISCOVER and the counselor: Their effects upon college student career planning progress* [1984]).

- **Articulate and insist upon a clear and central role for professional counselors in the provision of services by One-Stop Career Centers.** One-Stop planners must be educated about the imperative that all personnel assigned to perform counseling duties in One-Stop Career Centers have sufficient training and education to carry out this function. The National Career Development Association and the National Employment Counseling Association have both set out staff competencies that should be adopted by state One-Stop planners and incorporated in their design of One-Stop Career Center services.

WHATEVER HAPPENED TO BLOCK GRANTS?

Throughout the 104th Congress, Republican leaders in both the House and Senate vigorously pursued legislation (H.R. 1617/S. 143) that would have consolidated the Perkins Vocational Education and Applied Technology Act, the Job Training Partnership Act, and many other federal education and training programs into a block grant.

While career guidance and counseling services would have continued to be an allowable use of funds under these block grant proposals, there were significant problems with many other provisions in these bills and the overall approach they took to reforming workforce development policy. Chief among these problems was that the legislation would have significantly cut total funding for education and training activities and reduced the proportion of funding that is directed to support vocational education services for youth in schools and community colleges.

Ultimately, this block grant effort foundered under objections from President Clinton and Congressional Democrats and, more surprisingly, a lack of strong support for the idea from many rank-and-file Republicans. The legislation died when the Congress adjourned in October 1996.

Stung by this failure, the Congressional architects of the block grant proposals have rethought their approach to education and training reform. The early indications are that the block grant proposals they pursued during the 104th Congress will not be revived in 1997 in the 105th Congress. Instead, Republican leaders will focus on more incremental legislation that will promote their objective of providing states with greater flexibility in administering federal education and training programs. The Perkins Act, in particular, will not be a target for consolidation with other programs but will be reauthorized as a separate and independent piece of legislation.

Of course, anything can happen in Washington--and frequently does. These early plans could change. But, for the time being, it appears that the specter of block grants that haunted the education and training community throughout 1995 and 1996 will not reappear in 1997.

WELFARE REFORM

Sweeping Federal welfare reform legislation enacted in August 1996—the Personal Responsibility and Work Opportunity Reconciliation Act (PRWO)—promises to make momentous changes in state workforce development policies and programs over the next several years. When states begin implementing the new law on July 1, 1997, the most immediate impact will be seen in programs serving welfare recipients. Ultimately, however, the law will have a significant effect on all workforce development programs.

Key Provisions Of The New Welfare Reform Law

The PRWO replaces Aid to Families with Dependent Children (AFDC) and the JOBS training program for welfare recipients with a new program called Temporary Assistance for Needy Families (TANF). The law ends the 61-year old guarantee of cash assistance to low-income families with children, replacing it with a fixed sum block grant to states that is to be used to provide both time-limited cash assistance and work and other activities that promote employment.

The 60-Month Rule: New Time Limits on Benefits

Under AFDC, cash assistance was generally available without any limits on its duration. The new law prohibits states from providing cash and other TANF assistance to an individual for more than a cumulative total of 60 months (whether or not consecutive). A state may exempt individuals from the time limit for hardships, but the number of individuals given exemptions may not exceed 20% of the total caseload. The time limit applies not only to cash assistance but to all forms of assistance provided with Federal TANF funds, including child care, job training, and counseling. The time limit does not apply to assistance that is provided with state funds.

The new law also imposes time limits on the receipt of Food Stamps by unemployed adults without children. PRWO limits the receipt of Food Stamps by childless individuals between the ages of 18-50 to no more than 3 months every three years. After this 3 month period, these individuals must be working or participating in a training program. The obligation to find work or training is imposed exclusively on the Food Stamp recipient; there is no reciprocal obligation imposed on the state to help the recipient locate a work activity, nor is any additional funding provided to states to provide work activities for this non-TANF population. While states may use a portion of their TANF grant for this purpose, this seems highly unlikely given the limited funds available under TANF.

The PRWO time limits are a new factor that must be considered and addressed by all professional counselors working with TANF and Food Stamp recipients. Affected individuals will need help exploring and understanding the full implications of the PRWO "ticking clock" for their life and career decisions. The "ticking clock" must also be considered in evaluating various employment, education and training options.

The application of time limits to <u>all</u> services and not merely cash assistance may complicate, if not discourage, the provision of counseling, job retention and follow-up services provided to TANF recipients who have been placed in jobs and no longer receive cash assistance. Unless the Department of Health and Human Services issues regulations to the contrary, even if a counselor makes one brief post-placement contact with a former TANF cash assistance recipient, this contact will count as a full month of TANF assistance under the PRWO benefit limitations.

<u>Doing More with Less: Fixed Sum Block Grants and Work Participation Quotas</u>

As an open-ended federal entitlement, funding for the previous AFDC program grew automatically each year to accommodate population changes and economic fluctuations that might increase caseloads in a state. The new program is a block grant and its funding is set at a fixed amount that will not grow each year to accommodate changes in population, costs of living, or economic downturns.

For most states, the amount of the fixed block grant is modestly larger than what the state would have received under the AFDC entitlement over the next 2 to 3 years. By the year 2002, however, the Congressional Budget Office estimates that the block grant amount will be significantly less than what every state would have received under AFDC.

Yet, even as the new law provides states with less funding than would be available under previous law, other provisions of the law "up the ante" and require states to do more with this diminished pool of funding. The new law requires states to meet aggressive work participation rate quotas that are defined as a percentage of the state's total welfare caseload. Financial penalties are imposed on the state if the quota is not met.

In 1997, for example, every state must place at least 25% of its single-parent welfare caseload in jobs or work-related activities for at least 20 hours per week and 75% of two-parent welfare families must be placed in jobs or work-related activities for a minimum of 35 hours per week. This participation quota increases each year as follows:

	–All Families–		*–Two-Parent Families–*	
Fiscal Year	**Participation Rate**	**Hours of Work Required Per Week to Count Toward Rate**	**Participation Rate**	**Hours of Work Required Per Week to Count Toward Rate**
1998	30%	20	75%	35
1999	35%	25	90%	35
2000	40%	30	90%	35
2001	45%	30	90%	35
2002	50%	30	90%	35

Even in states with robust economies, the PRWO work participation quotas will be very difficult to meet, particularly given the limited funds provided by PRWO. In 1994, the most recent year for which data is available, the rate of participation in work activities

funded under the JOBS program was just 13% of the caseload, or 600,000 individuals. Meeting the new work quotas will require states to provide work activities to an estimated one million additional individuals and cost, according to one estimate by the Congressional Budget Office, $13 billion more in funds than the Act provides to states.

Directly providing training and work-related activities to TANF recipients is not the only means available to states to meet the work quotas. They may also meet them by placing TANF recipients in private sector jobs. There is some question, however, as to whether there are sufficient jobs in the economy to absorb any more than a small proportion of the individuals receiving welfare. In New York City, for example, at the current rate of job growth in the economy, it would take 21 years for all adults currently on public assistance to be absorbed into the economy if every newly available job went to a welfare recipient ("Welfare Clients Outnumber Jobs They Might Fill", *New York Times*, August 25, 1996, A1). Moreover, most of the new jobs in New York and elsewhere will require higher levels of education than is possessed by most welfare recipients.

The more limited funds available under PRWO, coupled with the new law's work participation quotas, will put severe pressure on state budgets as the law is implemented. State lawmakers are likely to draw on other state and federal education and workforce development programs to ease the pressure, diverting funds from these programs into services for TANF recipients or refocusing them to serve TANF recipients. PRWO's requirements will tend to drive state decision-making about investments in these areas for the foreseeable future. More intensive advocacy at the state level will be needed by professional counselors and others to ensure that the workforce development needs of non-welfare recipients are not overlooked in the push to implement PRWO.

PRWO's work participation quotas will create enormous competition for entry-level jobs and work experience opportunities. Rehabilitation counselors, school and career counselors involved in School-to-Work programs, and career and employment counselors working with non-welfare clients may all face greater difficulty in helping those they work with to find entry-level jobs and work experience opportunities. Many private employers will find it more financially advantageous to fill these jobs with TANF recipients than other individuals. PRWO authorizes states to establish arrangements with private employers to subsidize the wages of TANF recipients or to offer the services of TANF recipients at no cost to the employer by mandating that recipients perform the job in return for TANF assistance.

PRWO's work requirements will shift many state agency personnel into performing employment counseling functions for which they have no training. Meeting the work quotas will require agencies to move social workers and other personnel into counseling and job placement activities. Few of these personnel will have substantive training in these areas. Professional counselors should advocate that agencies adopt the counseling competencies set out by the National Career Development Association and the National Employment Counseling Association to assure that staff providing counseling have appropriate training.

What Counts As "Work": A More Restrictive Definition Than Current Law

The new law is very prescriptive about the types of training and work activities that are considered as "work" for the purposes of meeting the participation rate quotas. This new definition will require states to significantly restructure the types of training and other activities that are made available to welfare recipients.

Under previous law, states were required to offer a program of services to welfare recipients that included:

- Basic and secondary education;
- English-as-a-Second Language (ESL) instruction;
- Job skills and job readiness training;

and at least two of the following:

- Job search;
- On-the-job training;
- Work supplementation (a program through which a portion of an individual's welfare benefits are used to subsidize a private sector job); or
- Community work experience (commonly known as "workfare", a program through which an individual works in a public sector job in return for welfare).

States could also provide additional types of activities, such as enrollment in postsecondary education, at their discretion.

Under the new law, TANF recipients must spend a minimum of 20 hours per week (or 30 hours a week for two-parent families) in one or more of the following activities:

- Unsubsidized employment;
- Subsidized private or public sector employment;
- Work experience (or "workfare");
- On-the-job training;
- Job search for no more than 6 weeks (no more than 4 of which may be consecutive) or, in states where unemployment is 50% greater than the national average, for no more than 12 weeks;
- Vocational educational training for no more than 12 months; or
- Enrollment in secondary school or an education program directly related to employment if the recipient is under the age of 20.

The law further limits participation in vocational education or enrollment in secondary school for persons under age 20 to a total of no more than 20% of the individuals required to participate in work or work-related activities.

After they have participated for the minimum 20 hours in the above activities, TANF recipients may meet the work requirements of the law by participating in one or more of the following:

- job skills training directly related to employment;
- education directly related to employment if the recipient does not have a high school diploma or GED;
- enrollment in secondary school or a GED program if the recipient does not have a high school diploma or GED; or
- job search.

States may use TANF funding, as well as state funds, to provide other types of training and education opportunities to welfare recipients. These activities will not, however, count toward meeting the law's participation rate quotas.

This new definition will require a radical restructuring of state training and work programs for welfare recipients. In implementing the previous JOBS programs for AFDC recipients, most states placed individuals in education and training opportunities that do not meet the new law's definition of work. In fiscal year 1994, for example, participants in the JOBS program were placed as follows:

- 7% in work experience, subsidized employment, or on-the-job training programs;
- 13.3% in GED programs;
- 8.2% in remedial education;
- 6.5% in English-as-a-Second Language instruction;
- 32.1% in postsecondary education;
- 13.3% in job skills training; and
- 13.7% in vocational education.

To meet the new law's mandates, most states will have to overhaul their current training programs for welfare recipients, shifting resources that were previously invested in education and training into subsidized jobs and workfare placements for welfare recipients.

As the new law is implemented, professional counselors working in postsecondary institutions should expect a significant drop in enrollment by welfare recipients. When New York City implemented a new workfare program last year, for example, total enrollment in the City University of New York was cut in half ("Workfare Rules Cause Enrollment to Fall, CUNY Says", *New York Times*, June 1, 1996, A1).

The new definition may create ethical dilemmas for professional counselors who work with TANF recipients. While a TANF recipient may be most likely to achieve self-sufficiency by earning an associate's degree or pursuing other types of education and training, counselors may be discouraged or even prohibited by state agencies from recommending these options because they do not qualify as a "work activity" under the law.

Professional counselors should be prepared to help TANF recipients find ways to both meet the new work requirements of the law and obtain the additional education and training they need to achieve economic self-sufficiency. TANF recipients will need the assistance of counselors to identify, piece together and find financing for courses and training options that can be pursued after they have met the mandated minimum hours in a PRWO-defined "work activity". Help will also be needed in juggling family responsibilities and in building strong stress-coping skills.

Contracting Out: New Roles for Private Employment Agencies and Religious Institutions

The new law specifically authorizes and encourages state agencies to contract out many of the functions related to the implementation of TANF to the private sector. One provision of PRWO authorizes state agencies to contract with private employment agencies to perform some or all of the counseling, job search and job placement functions needed to carry out the requirements of the new law. Pennsylvania has already implemented this option on a limited test basis and several states are considering utilizing private agencies on a wider scale. While this may create new opportunities for career counselors working in the private sector, it may also threaten the jobs of professional counselors now working in state agencies.

Another provision of PRWO specifically authorizes states to provide TANF-related services through churches, synagogues and other religious institutions. This authority existed in previous law but religious entities accepting Federal funds were prohibited from religious discrimination in the hiring of the employees involved in providing Federally-funded services (religious entities could, however, continue to discriminate on the basis of religion in hiring employees paid solely with private funds). This prohibition has been eliminated in the new law. Religious entities who provide TANF-related services may now discriminate on the basis of religion in hiring the employees who provide these services.

The extent to which states will take advantage of these provisions is unclear. A new limitation on state administrative costs in the new law may, however, encourage many states to contract out some TANF-related functions. Under the previous law, funding for state administrative costs associated with implementing AFDC and the JOBS program was provided on an open-ended, matching basis to states. The new law caps state administrative costs at 15% of the state's total TANF block grant. If this funding proves insufficient to meet state administrative costs, states may look to contracting out as a way to ease the crunch.

Whether they are employed by a state agency or by a private organization, all personnel performing TANF-related career and employment counseling functions should be fully trained to carry out this function. Professional counselors should familiarize agency personnel with the competencies defined by the National Career Development Association and National Employment Counseling Association and encourage them to incorporate them in specifications for contracts that include counseling services.

Teen Parents: New Penalties For Failure To Attend School And A New Requirement For Adult Supervision

Under the previous law, teen parents receiving AFDC cash assistance were required to remain in school or participate in other educational activities. Teens who failed to meet this requirement were penalized with a reduction in their monthly grant. PRWO continues this educational requirement for teen parents but terminates all assistance to the teen if it is not met.

The new law further requires that all unmarried minor parents reside with a parent, legal guardian, or other adult relative in order to receive any TANF assistance (states were permitted, but not required, to mandate this under the previous law). States are also required by PRWO to locate a "second chance home" for minor teen parents who do not have a parent, legal guardian, or adult relative who is willing to permit the teen to reside their home or if the home environment will be harmful to the teen and/or her child. No additional funding is provided to states to carry out this "second chance home" mandate.

Professional school counselors, in particular, will play an important role in helping teens subject to these new mandates to both understand their implications and fulfill them. School counselors and other counselors working with young people may also be called upon to help mediate conflict and discord within families affected by these requirements and to assess whether a teen's home environment "presents an imminent or serious harm" to the teen and/or her child and that placement in a "second chance home" is necessary.

THE ROLE OF PROFESSIONAL COUNSELORS IN THE IMPLEMENTATION OF WELFARE REFORM

Professional counselors have a critical role to play in the implementation of the PRWO. Their expertise will be urgently needed by state decision-makers as they seek to carry out the new mandates and requirements of the law and maximize its effectiveness in helping welfare recipients achieve self-sufficiency. There will be substantial discussion and debate within every state about how best to carry out the new law. Professional counselors should take an active role in these debates.

Counselor expertise and involvement is also needed to help state and federal lawmakers identify and understand elements of the new law that may be counterproductive and inappropriate. While President Clinton has called for unspecified changes in PRWO, Congress is unlikely to consider any significant changes in the law within the next two years. Ultimately, however, amendments will be considered and enacted to fine-tune and improve the effectiveness of the new TANF program. Professional counselors can play an important part in identifying problems in the law and formulating solutions that may better achieve the law's objective of helping more Americans achieve economic self-sufficiency.

FOR MORE INFORMATION ABOUT FEDERAL WORKFORCE DEVELOPMENT PROGRAMS AND POLICIES

National School-To-Work Learning and Information Center
400 Virginia Avenue, Room 210
Washington, DC 20024
(800) 251-7236
http://www.stw.ed.gov

The Center is jointly administered by the U.S. Departments of Education and Labor to support the implementation of the School-to-Work Opportunities Act. It produces and disseminates numerous fact sheets and resource bulletins about effective school-to-work programs and practices and emerging issues in the field. Available materials include resource bulletins on such topics as:

- *Role of Postsecondary Institutions in School-to-Work*
- *Career Development in School-to-Work*
- *Incorporating a Youth Development Perspective Into School-to-Work Systems*
- *Non-Traditional School-to-Work Opportunities for Young Women*
- *School-to-Work Opportunities for Out-of-School Youth*

Training Technology Resource Center
Employment and Training Administration
U.S. Department of Labor, N-6507
Washington, DC 20210
(202) 219-5600
(800) 488-0901
http://www.ttrc.doleta.gov

The Training Technology Resource Center (TTRC) was created by the Department of Labor to provide information on new workforce development models, initiatives, and emerging policies to workforce development professionals. TTRC serves as an electronic point of access to a wide range of workforce development information and promotes information sharing throughout the employment and training community. It offers a wide range of information about the implementation of the One-Stop Career Centers initiative, including quarterly reports from each of the states that has received a federal grant.

KEY STATE CONTACTS FOR FEDERAL WORKFORCE DEVELOPMENT POLICY

How do you find out more about the kinds of changes that are being made in workforce development policy in your state?

The chart that follows lists some good places to start. It identifies key contacts in workforce development policy in every state, including officials responsible for:

- **School-to-Work Opportunities Act Grant Activities**

  These are individuals identified by the Departments of Education and Labor as the key state contacts for administering School-to-Work Opportunities Act funds. States that have received Development grants are still formulating their School-to-Work systems; some may have applied for an Implementation grant but have not yet been awarded one. States that have received Implementation grants are implementing School-to-Work systems and awarding subgrants to local partnerships. If a state has a World Wide Web site devoted to its School-to-Work activities, the address of this site is listed as well.

- **One-Stop Career Center Systems Grant Activities**

  These are individuals identified by the Department of Labor as the key state contacts for carrying out the One-Stop Career Center Systems program. States that have received Planning grants are in the early stages of planning their approach to the One-Stop initiative. States that have received Implementation grants are implementing the initiative and establishing One-Stop Centers throughout the state.

- **Directors of State Occupational Information Coordinating Committees**
- **Directors of State Labor Market Information**

  A revolution is also under way in the field of occupational and labor market information, with new products, services and approaches to service delivery being developed and implemented at a rapid rate. Contact these officials to find out more about the activities being carried out in your state and how you can become involved in their initiatives.

BEST COPY AVAILABLE

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
ALABAMA	**Development Grant** Dr. Mary Louise Simms Governor's School-to-Work Partnership 401 Adams Avenue Suite 424 P.O. Box 5690 Montgomery, AL 36103-5690 (334) 242-2990 FAX: (334) 353-1816	**Planning Grant** Mr. Raymond A. Clenney Coordinator, Job Training Division Department of Economic and Community Affairs 401 Adams Avenue P.O. Box 5690 Montgomery , AL 36103-5690 Phone: (334) 242-5893	Dr. Mary Louise Simms Director, Alabama OICC Room 424 401 Adams Avenue Post Office Box 5690 Montgomery, AL 36103-5690 Phone: (334) 242-2990 FAX: (334) 353-1816	Mr. Douglas Dyer Director, Labor Market Information Department of Industrial Relations 649 Monroe Street #422 Montgomery , AL 36130 (205) 242-8855 FAX: (205) 242-2543
ALASKA	**Implementation Grant** Sally Saddler Executive Director Alaska School-to-Work Department of Education 801 W 10th Street, Suite 200 Juneau, AK 99801-1894 Phone: 907-465-8726 Fax: 907-465-3240	**Implementation Grant** Jeff Smith JTPA Liaison Department of Community & Regional Affairs 333 W. 4th Ave. Suite 220 Anchorage , AK 99501-2341 Phone: 907-269-4607	Ms. Brynn Keith Executive Director, Research and Analysis Department of Labor Post Office Box 25501 Juneau, AK 99802 Phone: (907) 465-4518 FAX: (907) 465-2101	Mr. Chuck Caldwell Chief, Research & Analysis Department of Labor P.O. Box 25501 Juneau , AK 99802-5501 (907) 465-6O22 FAX: (907) 465-2101
ARIZONA	**Implementation Grant** Bill Morrison Director, School-to-Work 1700 West Washington State Capitol, West Wing Phoenix, AZ 85007 Phone: 602-542-2315 Fax: 602-542-3520 http://www.state.az.us/gv/schooltowork/	**Implementation Grant** Linda J. Blessing Director Arizona Department of Economic Security Site Code 010A P.O. Box 6123 Phoenix , AZ 85005-6123 Phone: 602-542-5678	Dr. Hugo H. Soll Executive Director Arizona State OICC Post Office Box 6123 Site Code 897J 1789 West Jefferson - 1st Floor North Phoenix, AZ 85005-6123 Phone: (602) 542-3871 FAX: (602) 542-6474	Mr. Dan Anderson Research Administrator Department of Economic Security 1789 West Jefferson P.O. Box 6123, Site Code 733A Phoenix , AZ 85005 (602) 542-3871 FAX: (602) 542-6474

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
ARKANSAS	**Development Grant** Mary Swoope Arkansas Department of Education Vocational and Technical Education Division Three Capitol Mall Little Rock, AR 72201-1083 Phone: 501-682-1666 Fax: 501-682-1509	**Planning Grant** Phil Price Interim Director Arkansas Employment Security Department Two Capitol Mall Room 506 Little Rock , AK 72203 Phone: 501-682-2121 FAX: (501) 682-3713	Mr. C. Coy Cozart Executive Director Arkansas OICC/Employment Security Division Employment and Training Services Post Office Box 2981 Little Rock, AR 72203 Phone: (501) 682-3159 FAX: (501) 682-3713	Ms. Alma Holbrook Manager, Labor Market Information Employment Security Department P.O. Box 2981 Little Rock , AR 72203 (501) 682-3198 FAX: (501) 682-3713
CALIFORNIA	**Implementation Grant** Kathy Sage Employment Development Department Program and Policy Development Branch 800 Capitol Mall, MC 88 Sacramento, CA 95814 Phone: 916-653-0270 Fax: 916-654-5918 http://wwwstc.cahwnet.gov/	**Implementation Grant** Kathy Sage Workforce Development Branch Employment Development Department 800 Capitol Mall, MIC77 P.O. Box 826880 Sacramento , CA 94280-0001 Phone: 916-643-0270	John J. Corcoran Executive Director California OICC 1116 - 9th Street, Lower Level Post Office Box 944222 Sacramento, CA 94244-2220 Phone: (916) 323-6544	Ms. Shirlene Ramsey Chief Employment Data & Research Div. Employment Development Dept. P.O. Box 942880, MIC 57 Sacramento , CA 94280-0001 (916) 262-2160 FAX: (916) 262-1594
COLORADO	**Implementation Grant** Marilyn Akers Director, School-to-Work Office 1580 Logan, Suite 410 Denver, CO 80203 Phone: 303-894-2060 Fax: 303-894-2064	**Implementation Grant** Ledy Garcia-Eckstein Executive Director Workforce Coordinating Council 1580 Logan St., Suite 410 Denver , CO 80203 Phone: 303- 894-2077	Dr. James J. Podolak Director Colorado OICC 1515 Arapahoe Street, Tower Two, Level 3, Suite 300 Denver, CO 80202-2117 Phone: (303) 620-4981 FAX: (303) 620-4988	Mr. William LaGrange Director, Labor Market Information 393 So. Harlan, 2nd Floor Lakewood , CO 80226 (303) 937-4947 FAX: (303) 937-4945

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
CONNECTICUT	**Implementation Grant** Leslie M. Averna Department of Education Bureau of Applied Curriculum, Technology and Careers 25 Industrial Park Road Middletown, CT 06457 Phone: 860-638-4000 Fax: 860-638-4062	**Implementation Grant** John E. Saunders Connecticut Department of Labor Commission for Employment and Training 200 Folly Brook Blvd. Wethersfield , CT 06109 Phone: 203-566-1513	Dr. Prudence Brown Holton Executive Director Connecticut OICC Connecticut Department of Education 25 Industrial Park Road Middletown, CT 06457 Phone: (203) 638-4042 FAX: (203) 638-4062	Mr. Roger Therrien Director, Research & Information Employment Security Division CT Labor Department 200 Folly Brook Boulevard Wethersfield , CT 06109 (860) 566-2120 FAX: (860) 566-1519
DELAWARE	**Development Grant** Nikki Castle Delaware School-to-Work Office Carvel State Office Building 820 North French Street Wilmington, DE 19801 Phone: 302-577-3762 Fax: 302-577-3922	**Planning Grant** Louis A. Masci Administrator, Employment and Training Department of Labor University Plaza P.O. Box 9499 Newark, DE 19714-9499 Phone: 302-368-6810 FAX: (302) 368-6995	Dr. James K. McFadden Executive Director Office of Occupational and LMI/DOL Post Office Box 9965 Wilmington, DE 19809-0965 Phone: (302) 761-8069 FAX: (302) 761-6598	Dr. James K. McFadden Executive Director Office of Occupational and LMI/DOL Post Office Box 9965 Wilmington, DE 19809-0965 Phone: (302) 761-8069 FAX: (302) 761-6598
DISTRICT OF COLUMBIA	**Development Grant** Eleanor Mavritte School-to-Work Office One Judiciary Square 441 Fourth Street, NW Suite 320S Washington, DC 20001 Phone: 202-727-2578 Fax: 202-724-2382	**Planning Grant** Mr. Daryl Hardy Deputy Director, Training and Development Dept. of Employment Services 500 C Street, N.W. Suite 600 Washington , DC 20001 Phone: 202-724-7185 FAX: (202) 639-1357	Ms. Etta Williams, Executive Director District of Columbia OICC Department of Employment Services 500 C Street, NW., Room 215 Washington, D.C. 20001 Phone: (202) 724-7237 FAX: (202) 724-7236	Mr. Richard Groner Chief of Labor Market Information Dept. of Employment Services 500 C Street, N.W. #201 Washington , DC 20001 (202) 724-7214 FAX: (202) 724-7216

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
FLORIDA	**Implementation Grant** Michael Brawer Director School-to-Work Joint Services 325 W. Gaines - Suite 754 Tallahassee, FL 32399 Phone: 904-488-7394 Fax: 904-488-3192 E-Mail: brawerm mail.firn.edu http://sun6.dms.state.fl.us /flstw/	**Implementation Grant** Martha Larson Florida Department of Labor and Employment Security 1320 Executive Center Drive Suite 300 Tallahassee , FL 32399-0667 Phone: 904-488-7228	Ms. Rebecca Rust Manager Bureau of LMI/DOL and ES Suite 200, Hartman Building 2012 Capitol Circle, SE Tallahassee, FL 32399-2151 Phone: (904) 488-1048 FAX: (904) 488-2558	Ms. Rebecca Rust Manager Bureau of LMI DOL and ES Suite 200, Hartman Building 2012 Capitol Circle, SE Tallahassee, FL 32399 Phone: (904) 488-1048 FAX: (904) 488-2558
GEORGIA	**Development Grant** Tim Burgess Office of Planning & Budget 254 Washington Street, SW Atlanta, GA 30304 Phone: 404-656-3820 Fax: 404-656-7198	**Planning Grant** Mr. David B. Poythress Commissioner Department of Labor Sussex Place 148 International Blvd, N.E. Atlanta , GA 30303 Phone: 404-656-3011	Mr. Richard Jenkins Executive Director Georgia OICC 148 International Boulevard-- Sussex Place Atlanta, GA 30303 Phone: (404) 656-9639 FAX: (404) 657-5965	Mr. Spencer P. Hoynes Director, Labor Information Systems Department of Labor 223 Coudiand Street, N.E. Atlanta , GA 30303 (404) 656-3177 FAX: (404) 651-9568
HAWAII	**Implementation Grant** Anthony Calabrese Project Co-Coordinator Hawaii School-to-Work 2530 10th Avenue Room A-22 Honolulu, HI 96816 Phone: 808-733-9120 Fax: 808-733-9138	**Planning Grant** Mr. Dayton M. Nakanelua Director, Department of Labor and Industrial Relations 830 Punchbowl Street #321 Honolulu , HI 96813 Phone: 808-586-8844	Mr. Patrick A. Stanley Executive Director Hawaii State OICC 830 Punchbowl Street Room 315 Honolulu, HI 96813 Phone: (808) 586-8750 FAX: (808) 586-9099	Mr. Frederick Pang Chief, Research & Statistics Office Dept. of Labor & Industrial Relations 830 Punchbowl St., Rm. 304 Honolulu , HI 96813 (808) 586-8999

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
IDAHO	**Implementation Grant** Karen Fraley Executive Director Idaho School-to-Work 500 East Baybrook Court IBM Complex Boise, ID 83706 Phone: 208-338-8633 Fax: 208-338-8624 http://netnow.micron.net/~stw/	**Implementation Grant** Cheryl A. Brush Idaho Works Idaho Department of Labor 317 Main Street Boise , ID 83735-0001 Phone: 208-334-6303	Mr. Charles R. Mollerup Director, Idaho OICC Len B. Jordan Building #301 P. O. Box 83720 650 West State Street Boise, ID 83720-0095 Phone: (208) 334-3705 FAX: (208) 334-2365	Mr. Jim Adams Chief, Research & Analysis Department of Employment 317 Main Street Boise , ID 83735 (208) 334-6169 FAX: (208) 334-6300
ILLINOIS	**Development Grant** Fran Beaumann Center for Business, Community & Family Partnerships 100 North First Street, E-426 Springfield, IL 62777-0001 Phone: 217-782-4620 Fax: 217-782-9224 Jerry O'Hare Department of Adult, Vocational and Technical Education 100 N. First Street, E-426 Springfield, IL 62777-0001 Phone: 217-782-4620 Fax: 217-782-0679	**Implementation Grant** Herbert D. Denis JTPA State Liaison Illinois Department of Commerce and Community Affairs Job Training Division 620 East Adams Street Springfield , IL 62701 Phone: 217-785-6006	Mr. Jan Staggs Executive Director, Illinois OICC 217 East Monroe, Suite 203 Springfield, IL 62706 Phone: (217) 785-0789 FAX: (217) 785-6184	Mr. Henry L. Jackson Director, Economic Information & Analysis Department of Employment Security 401 South State Street 2 South Chicago , IL 60605 (312) 793-2316 FAX: (312) 793-6245

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
INDIANA	**Implementation Grant** Peggy O'Malley STW Director Department of Workforce Development 10 N. Senate Ave SE - #302 IA Govenment Ctr Indianapolis, IN 46204-2277 Phone: 317-232-1832 Fax: 317-233-1670	**Implementation Grant** Nina White Director of Research & Development Indiana Workforce Development 10 North Senate Avenue Indianapolis , IN 46204-2277 Phone: 317-232-7381	Indiana OICC Indiana Government Center, South 10 N. Senate, 2nd Floor Indianapolis, IN 46204 Phone: (317) 232-8528 FAX: (317) 233-4824	Mr. Charles Mazza Director, Labor Market Information Dept. of Employment & Training Services 10 North Senate Avenue Indianapolis , IN 46204 (317) 232-7460 FAX: (317) 232-4824
IOWA	**Implementation Grant** Mary Petersen Laurie Phelan Co-Directors Iowa STW Office 150 Des Moines Street Workforce Development Administrative Center Des Moines, IA 50309 Phone: 515-281-9040 Fax: 515-281-9033	**Implementation Grant** Dennis Guffey Workforce Development Coordinator Workforce Development Administrative Center 150 Des Moines St. Des Moines , IA 50319 Phone: 515-281-9036	Ms. Penelope Shenk Executive Director Iowa OICC 200 East Grand Avenue Des Moines, IA 50309 Phone: (515) 242-4889 FAX: (515) 242-4859	Mr. Stephen C. Smith Supervisor, Audit & Analysis Department Department of Employment Services 1000 East Grand Avenue Des Moines , IA 50319 (515) 281-8181 FAX: (515) 281-8195
KANSAS	**Development Grant** Ferman Marsh State Board of Education 120 SE 10th Avenue Topeka, KS 66612-1182 Phone: 913-296-3047	**Planning Grant** Katie Krider Dept. of Human Resources Shawnee County 401 S.W. Topeka Boulevard Topeka , KS 66603 Phone: 913-296-7874	Mr. Randall Williams, Director Kansas OICC 401 Topeka Avenue Topeka, KS 66603 Phone: (913) 296-2387 FAX: (913) 296-2119	Mr. William Layes Chief, Labor Market Information Services Department of Human Resources 401 Topeka Avenue Topeka , KS 66603 (913) 296-5058 FAX: (913) 296-0179

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
KENTUCKY	**Implementation Grant** Beth Brinly Executive Director Kentucky School-to-Work Berry Hill Annex 700 Louisville Road Frankfort, KY 40601 Phone: 502-564-5901 Fax: 502-564-5904	**Implementation Grant** William D. Huston Workforce Development Cabinet Capital Plaza Tower 2nd Floor Frankfort , KY 40601 Phone: 502-564-6606	Mr. Don Sullivan Information Liaison/Manager Kentucky OICC 500 Mero Street, Room 2031 Frankfort, KY 40601 Phone: (502) 564-4258 FAX: (502) 564-3044	Mr. Carlos Cracraft Manager, Labor Market Research & Analysis Department for Employment Services 275 East Main Street Frankfort , KY 40621 (502) 564-7976 FAX: (502) 564-7799
LOUISIANA	**Implementation Grant** Chris Weaver Department of Education 626 North Fourth, 3rd Floor Baton Rouge, LA 70804 Phone: 504-342-5173 Fax: 504-342-2059	**Implementation Grant** Liz Hayes-Roberson Louisiana Department of Labor P.O. Box 94094 Baton Rouge , LA 70804-9094 Phone: 504-342-3076	Ms. Linda Vandrell Acting Director Louisiana OICC Post Office Box 94094 Baton Rouge, LA 70804-9094 Phone: (504) 342-5149 FAX: (504) 342-5115	Leonard King Acting Director, Research & Statistics Division Dept. of Employment & Training P.O. Box 94094 Baton Rouge , LA 70804 (504) 342-3141 FAX: (504) 342-9193
MAINE	**Implementation Grant** Chris Lyons Director, Division of Applied Technology State of Maine Department of Education 23 State House Station Augusta, ME 04333-0023 Phone: 207-287-5854 Fax: 207-287-5894 E-Mail: clyonsstwo aol.com	**Implementation Grant** Valerie Landry Commissioner Department of Labor 20 Union Street P.O. Box 309 Augusta , ME 04330 Phone:207-287-3788 FAX: (207) 287-5292	Mr. Denis Fortier Senior Staff Maine OICC State House Station 71 Augusta, ME 04333 Phone: (207) 624-6200 FAX: (207) 624-6206	Mr. Raynold A. Fongemie Director, Division of Economic Analysis & Research Department of Labor/BES 20 Union Street Augusta , ME 04330 (207) 287-2271 FAX: (207) 287-2947

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
MARYLAND	**Implementation Grant** Katherine Oliver Asst. State Superintendent 200 West Baltimore Street Department of Education Baltimore, MD 21201-2595 Phone: 410-767-0157 Fax: 410-333-2099 E-Mail: lmgilli umd5.edu	**Implementation Grant** James E. Callahan Executive Director Governor's Work Force Investment Board 1414 Key Highway - 2nd Floor Baltimore , MD 21230 Phone: 410-333-4454	Ms. Jasmin M. Duckett Director Maryland SOICC State Department of Labor, Licensing & Regulation 1100 North Eutaw Street Room 103 Baltimore, MD 21201 Phone: (410) 767-2953 FAX: (410) 767-2957	Mr. Pat Arnold Director, Office of Labor Market Analysis & Information Dept. of Economic & Employment Development 1100 North Eutaw Street, Rm. 601 Baltimore , MD 21201 (410) 333-5000 FAX: (410) 333-7121
MASSACHU SETTS	**Implementation Grant** John Niles Executive Director Office for School-to-Work Transition 101 Summer Street, 4th Floor Boston, MA 02110 Phone: 617-451-5130 Fax: 617-451-1291 E-Mail: info stw.bssc.org	**Implementation Grant** Peter T. Koch Executive Director MassJobs Council Room 2101 1 Ashburton Place Boston , MA 02108 Phone: 617-727-8380	Mr. Robert Vinson Director Massachusetts OICC/MA Division of Employment Security C.F. Hurley Building, 2nd Floor Government Center Boston, MA 02114 Phone: (617) 626-5718 FAX: (617) 727-2039	Ms. Rena Koftcamp Director of Research Division of Employment Security 19 Staniford Street 2nd Floor Boston , MA 02114 (617) 626-6556 FAX: (617) 727-5981
MICHIGAN	**Implementation Grant** Willard Walker Director, Office of School-to- Work 201 N. Washington Square Victor Office Center 1st Floor Lansing, MI 48906 Phone: 517-373-6432	**Implementation Grant** Douglas E. Stiles Chief Operating Officer Michigan Jobs Commission Victor Office Center - 4th Floor 201 N. Washington Square Lansing , MI 48913 Phone: 517-373-6227	Mr. Robert Sherer Executive Coordinator Michigan OICC Victor Office Center, Third Floor 201 N. Washington Square—Box 30015 Lansing, MI 48909 Phone: (517) 335-0363 FAX: (517) 335-7002	Mr. Von Logan Director, Bureau of Research & Statistics Employment Security Commission 7310 Woodward Avenue Detroit , MI 48202 (313) 876-5904 FAX: (313) 876-5587

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STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
MINNESOTA	**Implementation Grant** Eugene Piccolo Assistant Commissioner Department of Children, Families and Learning Office of Lifework Development 684 Capitol Square Building 550 Cedar Street St. Paul, MN 55101-2273 Phone: 612-282-6277 Fax: 612-296-3348	**Implementation Grant** Julie Smith-Zuidema Director of Workforce Development Dept. of Economic Security 390 North Robert Street St. Paul , MN 55101 Phone: 612-282-6925	Ms. Carole Fuller Director Minnesota OICC/Department Economic Security 390 North Robert Street St. Paul, MN 55101 Phone: (612) 296-2072 FAX: (612) 282-5429	Mr. Med Choftepanda Director, Research & Statistical Services Department of Jobs and Training 390 N. Robert St., 5th Floor St. Paul , MN 55101 (612) 296-6546 FAX: (612) 296-0994
MISSISSIPPI	**Development Grant** Dr. Shirley Norwood Department of Education School-to-Work Transition 500 High Street Jackson, MS 39205-0771 Phone: 601-359-5745 Fax: 601-359-6619	**Planning Grant** Jean Denson Director, Employment Training Division Department of Economic and Community Development 301 West Pearl Street Jackson , MS 39203-3089 Phone: 601-949-2234 FAX: (601) 949-2291	Ms. Liz Barnett SOICC Director Mississippi SOICC 301 West Pearl Street Jackson, MS 39203-3089 Phone: (601) 949-2240 FAX: (601) 949-2291	Mr. Raiford G. Crews Chief, Labor Market Information Employment Security Commission P.O. Box 1699 Jackson , MS 39215-1699 (601) 961-7424 FAX: (601) 961-7405
MISSOURI	**Implementation Grant** Russell McCampbell Department of Elementary and Secondary Education 400 Dix Road Jefferson City, MO 65109 Phone: 573-751-2660 Fax: 573-526-4261	**Implementation Grant** Julie Gibson Director, Division of Job Development & Training Dept of Economic Development P.O. Box 1087 Jefferson City , MO 65102-1087 Phone: 314-751-4750	Ms. Kay Raithel Director Missouri OICC 400 Dix Road Jefferson City, MO 65109 Phone: (314) 751-3800 FAX: (314) 751-2149	Mr. Tom Righthouse Chief, Research & Analysis Division of Employment Security P.O. Box 59 Jefferson City , MO 65104 (314) 751-3591 FAX: (314) 751-5620

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
MONTANA	**Development Grant** Jane Karas Director of Workforce Development Office of the Commissioner of Higher Education 2500 Broadway Helena, MT 59620-3101 Phone: 406-444-0316 Fax: 406-444-1469 http://www.mcn.net/~schooltowork/	**Planning Grant** Marie McAlear Montana Department of Labor and Industry P.O. Box 1728 Lewis and Clark County Helena , MT 59624 Phone: 406-444-3242	Ms. Anne Wolfinger Director Montana OICC 1327 Lockey Street, 2nd Floor Post Office Box 1728 Helena, MT 59624 Phone: (406) 444-2741 FAX: (406) 444-2638	Mr. Bob Rafferty Chief, Research & Analysis Dept. of Labor and Industry P.O. Box 1728 Helena , MT 59624 (406) 444-2430 FAX: (406) 444-2638
NEBRASKA	**Implementation Grant** Darl Naumann STW Interim Director State of Nebraska 301 Centennial Mall South P.O. Box 94666 Lincoln, NE 68509-4666 Phone: 402-471-3741 Fax: 402-471-3778 E-Mail: dnaumann ded1.ded.state.ne.us http://www.ded.state.ne.us/	**Planning Grant** Dan Dolan Commissioner Department of Labor P.O. Box 94600 550 South 16th Street Lincoln , NE 68509-4600 Phone: 402-471-9000 FAX: 402-471-2318	Mr. Floyd Colón Administrator Nebraska OICC Post Office Box 94600 State House Station Lincoln, NE 68509-4600 Phone: (402) 471-9953	Mr. Phillip Baker Research Administrator, Labor Market Information Department of Labor 550 South 16th Street P.O. Box 94600 Lincoln , NE 68509 (402) 471-9964 FAX: (402) 471-2318

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
NEVADA	**Implementation Grant** Keith W. Rheault Department of Education 700 E. Fifth Street Carson City, NV 89710 Phone: 702-687-3104 Fax: 702-687-5660	**Implementation Grant** Barbara Weinberg Executive Director State Job Training Office Capitol Complex 400 West King Carson City , NV 89710 Phone: 702-687-4310 FAX: (702) 687-3957	Mr. Robert Murdock Manager Nevada OICC/DETR 500 East Third Street Carson City, NV 89713 Phone: (702) 687-4550 FAX: (702) 687-4119	Mr. James S. Hanna Chief, Employment Security Research Employment Security Department 500 East Third Street Carson City , NV 89713 (702) 687-4550 FAX: (702) 687-3424
NEW HAMPSHIRE	**Implementation Grant** Paul Leather Director, Division of Adult Learning & Rehabilitation State of New Hampshire NH Department of Education 78 Regional Drive Building 2 Concord, NH 03301 Phone: 603-271-6354 Fax: 603-271-7095 E-Mail: p_leathe tec.nh.us Mike Nichols Administrator NH Department of Education 101 Pleasant Street Concord, NH 03301 Phone: 603-271-3867 Fax: 603-271-1953 http://www.state.nh.us/doe/stwpage.htm	**Planning Grant** Ray O. Worden Executive Director New Hampshire Job Training Coordinating Council 64B Old Suncook Road Concord , NH 03301 Phone: 603-228-9500 FAX: (603) 228-8557	Dr. Victor P. Racicot Director New Hampshire OICC 64 Old Suncook Road Concord, NH 03301 Phone: (603) 228-3349 FAX: (603) 228-3209	Mr. George E. Nazer Director, Labor Market Information Department of Employment Security 32 South Main Street Concord , NH 03301-4587 (603) 228-4123 FAX: (603) 228-4172

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
NEW JERSEY	**Implementation Grant** Thomas Henry Director, Office of School-to-Work Initiatives 240 West State Street CN 500, 11th Floor Trenton, NJ 08625-0500 Phone: 609-633-0665 Fax: 609-984-5328	**Implementation Grant** Peter J. Calderone Commissioner of Labor New Jersey Department of Labor John Fitch Plaza CN 955 Trenton , NJ 08625 Phone: 609-292-2975	Mr. Laurence H. Seidel Staff Director New Jersey OICC Labor Building, 5th Floor CN 057 Trenton, NJ 08625-0057 Phone: (609) 292-2682 FAX: (609) 292-6692	Ms. Vivien Shapiro Assistant Commissioner, Policy & Planning Department of Labor John Fitch Plaza Room 607 Trenton , NJ 08625-0056 (609) 292-2643 FAX: (609) 292-6692
NEW MEXICO	**Implementation Grant** Vonell Huitt Office of the Governor State Capitol Building Santa Fe, NM 87503 Phone: 505-827-3078 Fax: 505-827-3015	**Implementation Grant** Charles J. Lehman New Mexico Department of Labor P.O. Box 1928 Albuquerque , NM 87103 Phone: 505-841-8455	Mr. Charles Lehman SOICC Director New Mexico OICC 401 Broadway, N.E.--Tiwa Building Post Office Box 1928 Albuquerque, NM 87103 Phone: (505) 841-8455 FAX: (505) 841-9007	Mr. Larry Blackwell Chief, Economic Research & Analysis Bureau Department of Labor 401 Broadway Boulevard, NE P.O. Box 1928 Albuquerque , NM 87103 (505) 841-8645 FAX: (505) 841-8421
NEW YORK	**Implementation Grant** Cynthia Laks Coordinator, Workforce Preparation & Cont. Ed. Education Dept/STW Team Education Building #305M Albany, NY 12234 Phone: 518-474-3302 Fax: 518-486-5682 http://www.labor.state.ny.us/youth/youth.htm	**Implementation Grant** John E. Sweeney Commissioner Department of Labor State Office Building Campus Building 12 Room 500 Albany , NY 12240 Phone: 518-457-2741 FAX: (518) 457-6908	Mr. David J. Trzaskos Executive Director New York State OICC/DOL Research & Statistics Division State Campus Building 12 - Room 488 Albany, NY 12240 Phone: (518) 457-3806 FAX: (518) 485-1773	Mr. Thomas A. Roddick Deputy Director, Div. of Research & Statistics Department of Labor State Campus, Bldg. 12, Rm. 402 Albany , NY 12240-0024 (518) 457-6369 FAX: (518) 485-1773

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STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
NORTH CAROLINA	**Implementation Grant** Loretta Martin Director, School-to-Work Transition 116 West Jones Street Commission on Workforce Preparedness Raleigh, NC 27603-8001 Phone: 919-715-3300 Fax: 919-715-3974 E-Mail: gwpc interpath.com	**Implementation Grant** Kay Albright Governor's Commission on Workforce Preparedness 116 W. Jones Street Raleigh , NC 27603-8001 Phone: 919-715-3300	Ms. Nancy H. MacCormac, Executive Director North Carolina OICC 700 Wade Avenue Post Office Box 25903 Raleigh, NC 27611 Phone: (919) 733-6700 FAX: (919) 733-8662	Mr. Bob Cottrell Director, Labor Market Information Employment Security Commission P.O. Box 25903 Raleigh , NC 27611 (919) 733-2936 FAX: (919) 733-8662
NORTH DAKOTA	**Development Grant** Dean Monteith State Board for Vocational and Training Education State Capitol, 15th Floor Bismark, ND 58505 Phone: 701-328-3074 Fax: 701-328-1255	**Planning Grant** Gerald P. Balzer Executive Director Job Service North Dakota 1000 East Divide Avenue P.O. Box 5507 Bismarck , ND 58506-5507 Phone: 701-224-2836	Dr. Dan R. Marrs Program Administrator North Dakota SOICC 1720 Burnt Boat Drive Post Office Box 5507 Bismarck, ND 58506-5507 Phone: (701) 328-2733 FAX: (701) 328-2626	Mr. Tom Pederson Director, Research & Statistics Job Service North Dakota P.O. Box 5507 Bismarck , ND 58502 (701) 224-2868 FAX: (701) 224-4193
OHIO	**Implementation Grant** Vickie Melvin Acting Director Ohio STW Office 131 North High Street Columbus, OH 43215 Phone: 614-728-4630 Fax: 614-728-6188 Email: stw ohio-stw.com http://www.ohio-stw.com/	**Implementation Grant** Gay Gilbert Deputy Administrator Ohio Bureau of Employment Services 145 South Front Street Columbus , OH 43215 Phone: 614-466-9755	Mr. Mark Schaff Director Ohio OICC/Division of LMI Ohio Bureau of Employment Services 145 South Front Street Columbus, OH 43215 Phone: (614) 466-1109 FAX: (614) 752-9621	Mr. Keith Ewald Labor Market Information Division Bureau of Employment Services 145 S. Front Street Columbus , OH 43215 (614) 752-9494 FAX: (614) 752-9621

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
OKLAHOMA	**Implementation Grant** Richard Makin Dept. of Vocational & Technical Education 1500 West Seventh Avenue Stillwater, OK 74074-4364 Phone: 405-743-5434 Fax: 405-743-5541 E-Mail: ricamaki genesis.odvte.state.ok.us	**Implementation Grant** Glen Robards Associate Director Oklahoma Employment Security Commission 203 Will Rogers Building Oklahoma City , OK 73152 Phone: 405-557-5329	Mr. Curtis Shumaker Executive Director Oklahoma OICC Department of Voc/Tech Education 1500 W. Seventh Avenue Stillwater, OK 74074 Phone: (405) 743-5198 FAX: (405) 743-6808	Mr. Auther Jordan Director, Research Division Employment Security Commission 308 Will Rogers Memorial Ofc.Bldg. Oklahoma City , OK 73105 (405) 557-7265 FAX: (405) 557-7256
OREGON	**Implementation Grant** Nancy Hargis Acting Coordinator, School-to-Work Programs Department of Education 255 Capitol Street, N.E. Salem, OR 97310 Phone: 503-378-3584 ext 350 Fax: 503-373-7968 E-Mail: nancy.hargis state.or.us	**Implementation Grant** Patrick McIntire Oregon Employment Department/JTPA 875 Union Street, NE Salem , OR 97311 Phone: 503-378-4449	Mr. David Allen Oregon OICC 875 Union Street, N.E. Salem, OR 97311 Phone: (503) 378-5747 FAX: (503) 373-7515	Ms. Viriena Crosley Administrator for Research, Tax, & Analysis Oregon Employment Department 875 Union Street, N.E. Salem , OR 97311 (503) 378-5490 FAX: (503) 373-7515
PENNSYLVANIA	**Implementation Grant** Michael Snyder School-to-Work Opportunities Liaison Department of Education 333 Market Street, 5th Floor Harrisburg, PA 17126-0333 Phone: 717-772-4177 Fax: 717-772-4178	**Planning Grant** Johnny J. Butler Secretary for Employment Security and Job Training Dept. of Labor and Industry 7th and Forster Streets #1700 Harrisburg , PA 17120 Phone: 717-787-3756	Mr. Carl Magagna Director Pennsylvania OICC Pennsylvania Department of Labor and Industry 300 Capital Associates Building 901 N. 7th Street Harrisburg, PA 17120-0034 Phone: (717) 772-1330 FAX: (717) 772-2168	Ms. Mary Ann Regan Director, Research & Statistics Division Department of Labor & Industry 1216 Labor & Industry Building Harrisburg , PA 17121 (717) 787-3266 FAX: (717) 772-2168

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
RHODE ISLAND	**Implementation Grant** Judy Marmaras Department of Employment Training 101 Friendship Street Providence, RI 02903-3740 Phone: 401-277-4600, Ext. 2136 Fax: 401-277-6999	**Implementation Grant** Lawrence G. Fitch Director, Department of Employment and Training 101 Friendship Street Providence , RI 02903-3740 Phone: 401-277-3600 FAX: (401) 277-2731	Ms. Mildred Nichols Director Rhode Island OICC 22 Hayes Street - Room 133 Providence, RI 02908 Phone: (401) 272-0830 FAX: (401) 277-6178	Mr. Robert Langlais Administrator, Labor Market Information & Management Services Department of Employment & Training 101 Friendship Street Providence , RI 02903-3740 (401) 277-3730 FAX: (401) 277-2731
SOUTH CAROLINA	**Development Grant** Brad Jones Employment Security Commission 1550 Gadsen Street Columbia, SC 29202 Phone: 803-737-2835 Fax: 803-737-2642	**Planning Grant** Dr. Robert E. David Executive Director Employment Security Commission 1550 Gadsden Street P.O. Box 1406 Columbia , SC 29202 Phone: 803-737-2617 FAX: (803) 737-2642	Ms. Carol Kososki Director South Carolina OICC 1550 Gadsden Street Post Office Box 995 Columbia, SC 29202 Phone: (803) 737-2733 FAX: (803) 737-0995	Mr. David L. Laird Director, Labor Market Information Employment Security Commission P.O. Box 995 Columbia , SC 29202 (803) 737-2660 FAX: (803) 737-2838
SOUTH DAKOTA	**Development Grant** Mary Ellen Johnson Department of Labor 700 Governors Drive Pierre, SD 57501 Phone: 605-773-5017 Fax: 605-773-4211	**Planning Grant** Craig W. Johnson Secretary Department of Labor 700 Governor's Drive Pierre , SD 57501-2277 Phone: 605-773-3101 FAX: (605) 773-4211	Mr. Phillip George Director South Dakota OICC South Dakota Department of Labor 420 S. Roosevelt Street Post Office Box 4730 Aberdeen, SD 57402-4730 Phone: (605) 626-2314 FAX: (605) 626-2322	Mr. Phillip George Director, Labor Information Center Department of Labor P.O. Box 4730 Aberdeen , SD 57402-4730 (605) 622-2314 FAX: (605) 622-2322

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
TENNESSEE	**Implementation Grant** Jimmy Hodges School-to-Career Office Department of Education 710 James Robertson Parkway Nashville, TN 37243 Phone: 615-741-0334 http://www.state.tn.us/education/stchpage.htm	**Implementation Grant** Robert L. Morris, II Assistant Commissioner Department of Labor 710 James Robertson Parkway 4th Floor Nashville , TN 37243-0658 Phone: 615-741-6772 FAX: (615) 741-3003	Dr. Chrystal Partridge Executive Director Tennessee OICC 11th Floor Volunteer Plaza 500 James Robertson Parkway Nashville, TN 37245-1600 Phone: (615) 741-6451 FAX: (615) 741-3203	Mr. Joe S. Cummings Director, Research & Statistics Division Dept. of Employment Security 500 James Robertson Parkway 11th Floor Nashville, TN 37245-1000 (615) 741-2284 FAX: (615) 741-3203
TEXAS	**Implementation Grant** Dee Bednar Texas Workforce Commission 101 East 15th Street Austin, TX 78778 Phone: 512-463-9484 Lynda Rife Deputy Director for Education Initiatives Texas Council on Workforce and Economic Competitiveness PO Box 2241 Austin, TX 78768 Phone: 512-305-7000 Fax: 512-305-7005	**Implementation Grant** William Grossenbacher Administrator Texas Employment Commission 101 E. 15th St. Austin , TX 78778 Phone: 512-463-2652	Mr. Richard Froeschle Director Texas OICC Texas Employment Commission Building 3520 Executive Center Drive, Suite 205 Austin, TX 78731 Phone: (512) 502-3750 FAX: (512) 502-3763	Mr. Mark Hughes Director, Economic Research & Analysis Texas Employment Commission 15th & Congress Ave. Room 208T Austin , TX 78778 (512) 463-2616 FAX: (512) 475-1241

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
UTAH	**Implementation Grant** Scott Hess Coordinator, School to Careers 250 East 500 South State Office of Education Salt Lake City, UT 84111 Phone: 801-538-7850 Fax: 801-538-7868 E-Mail: shess usoe.k12.ut.us http://www.usoe.k12.ut.us/stc/stc.htm	**Implementation Grant** Jim Evans Utah Office of Job Training 324 South State Street Suite 500 Salt Lake City , UT 84111 Phone: 801-538-8756	Ms. Tammy Stewart Director Utah OICC c/o Utah Department of Employment Security 140 East 300 South Post Office Box 45249 Salt Lake City, UT 84147 Phone: (801) 536-7806 FAX: (801) 536-7869	Mr. Bill Horner Director, LMI & Research Department of Employment Security 140 East 300 South P.O. Box 11249 Salt Lake City , UT 84147 (801) 536-7400 FAX: (801) 536-7420
VERMONT	**Implementation Grant** Jeanie Crosby Director Vermont School-to-Work Office of the Governor 109 State Street, Fifth Floor Montpelier, VT 05609 Phone: 802-828-3326 Fax: 802-828-3339 E-Mail: jcrosby state.vt.us http://www.state.vt.us/stw/	**Implementation Grant** Robert Ware Director, Jobs & Training Division Vermont Department of Employment & Training P.O. Box 488 5 Green Mountain Drive Montpelier , VT 05601-0488 Phone: 802-828-4151	Mr. Tom Douse Director Vermont OICC 5 Green Mountain Drive Post Office Box 488 Montpelier, VT 05601-0488 Phone: (802) 229-0311 FAX: (802) 828-4022	Mr. Mike Griffin Director, Policy & Information Department of Employment & Training 5 Green Mountain Drive P.O. Box 488 Montpelier , VT 05602 (802) 229-0311 FAX: (802) 828-4022

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
VIRGINIA	**Development Grant** Randolph Beales Office of the Secretary of Education 200-202 North 9th Street Richmond, VA 23219 Phone: 804-692-0244 Fax: 804-692-0430	**Planning Grant** Clarence H. Carter Governor's Employment and Training Department of Virginia 4615 W. Broad Street 3rd Floor Richmond , VA 23230 Phone: 804-367-9803	Ms. Dolores A. Esser Executive Director Virginia OICC/VA Employment Commission 703 E. Main Street Post Office Box 1358 Richmond, VA 23211 Phone: (804) 786-7496 FAX: (804) 786-7844	Ms. Dolores A. Esser Executive Director Virginia OICC/VA Employment Commission 703 E. Main Street Post Office Box 1358 Richmond, VA 23211 Phone: (804) 786-7496 FAX: (804) 786-7844
WASHINGTON	**Implementation Grant** Kyra Kester Washington Workforce Training & Education Coordinating Board P.O. Box 43105 Olympia, WA 43105 Phone: 360-586-5878 Fax: 360-586-5862 http://www.wa.gov/wtb/index.html	**Implementation Grant** Gary E. Gallwas Deputy Assistant Commissioner Washington Office of the Commissioner 605 Woodland Square Loop POB 9046 Olympia , WA 98507-9046 Phone: 360-438-4614	Mr. Michael Paris Executive Director Washington OICC c/o Employment Security Department Post Office Box 9046 Olympia, WA 98507-9046 Phone: (360) 438-4803 FAX: (360) 438-3215	Mr. Gary Bodeutsch Director, Labor Market Information Employment Security Department 212 Maple Park, Mail Stop, KG-11 Olympia , WA 98504-5311 (206) 438-4804 FAX: (206) 438-4846
WEST VIRGINIA	**Implementation Grant** Ron Grimes Director West Virginia STW 1900 Kanawha Blvd., East Building 6, Room 235 Charleston, WV 25305-0330 Phone: 304-558-2387 Fax: 304-558-3946	**Planning Grant** Quetta Muzzle Director West Virginia Bureau of Employment Programs 112 California Avenue #616 Charleston , WV 25305 Phone: 304-558-1138	Dr. George McGuire Executive Director West Virginia OICC 5088 Washington Street, West Cross Lanes, WV 25313 Phone: (304) 759-0724 FAX: (304) 759-0726	Mr. Edward F. Merrifield Assistant Director, Labor & Economic Research Bureau of Employment Programs 112 California Avenue Charleston , WV 25305-0112 (304) 558-2660 FAX: (304) 558-0301

STATE	School-to-Work Grants	One-Stop Grants	SOICC Director	LMI Director
WISCONSIN	**Implementation Grant** Vicki Poole Division of Workforce Excellence Dept. of Ind. Labor & Human Relations 201 East Washington Avenue Room 231 Madison, WI 53702 Phone: 608-266-0223 Fax: 608-261-6698 E-Mail: poolevi mail.state.wi.us	**Implementation Grant** June Suhling Administrator Wisconsin Department of Industry, Labor and Human Relations 201 E. Washington Ave. Madison , WI 53707 Phone: 608-266-2439	The Wisconsin OIC Council 201 East Washington Avenue Post Office Box 7944 Madison, WI 53707 Phone: (608) 266-8012 FAX: (608) 267-0330	Ms. Ellen Hansen Director, Labor Market Information Bureau Department of Industry, Labor & Human Relations 201 E. Washington Ave. Rm. 221 P.O. Box 7944 Madison , WI 53707 (608) 266-5843 FAX: (608) 267-0330
WYOMING	**Development Grant** Marcia Price Wyoming School-to-Work 6106 Yellowstone Road Cheyenne, WY 82002 Phone: 307-777-3561 Fax: 307-777-6234	**Planning Grant** Elizabeth A. Nelson Deputy Director Department of Employment P.O. Box 2760 Casper , WY 82602 Phone: 307-235-3254 FAX: (307) 235-3278	Mr. Al Gallagher Acting Director Wyoming OIC Council Post Office Box 2760 246 South Center Street, 2nd Floor Casper, WY 82602 Phone: (307) 473-3809 FAX: (307) 473-3806	Mr. Tom Gallagher Manager, Research & Planning Division of Administration Department of Employment P.O. Box 2760 Casper , WY 82602 (307) 265-6715 FAX: (307) 265-6717